



## HM CAREER PATH



Hospital Corpsmen (HM). HMs assist health care professionals in providing medical and dental care to Navy and Marine Corps personnel and their families, and perform other duties that aid in the prevention and treatment of disease and injury. They may function as clinical or specialty technicians, medical administrative personnel, and health care providers. They may also serve with the Marine Corps, rendering emergency medical treatment to include initial treatment in a combat environment. Hospital Corpsman may be assigned as Independent Duty Corpsman (IDC) aboard ships and submarines, expeditionary, special warfare, and at isolated duty stations where no Medical Officer is available.

<b>YEARS OF SERVICE</b>	<b>CAREER MILESTONES</b>	<b>AVERAGE TIME TO ADVANCE</b>	<b>COMMISSIONING OR OTHER SPECIAL</b>	<b>SEA/ SHORE FLOW</b>	<b>TYPICAL CAREER PATH DEVELOPMENT</b>
27-30	HMCM	22.2 Yrs	CSEL programs (CMD CM, COB)	See Note 1 and 2	Follow on Shore Tour: Billet: CSEL, TYCOMs, BUPERS, NPC, BUMED, DHA, HQMC, Med/Den BN, NMRTC Duty: Echelon III and above Staff Duty
24-27	HMCM HMCS	22.2 Yrs 18.7	CSEL programs (CMD CM, COB, CMD CS)	See Note 1 and 2	Follow on Tour: Billet: CSEL, Sea/Shore Special Programs, Flag Screening Command, Med/Den BN, NMRTC Duty: Echelon III and above Staff Duty
21-24	HMCM HMCS HMC	22.2 Yrs 18.7 17.0	CSEL programs (CMD CM, COB, CMD CS)	See Note 1 and 2	6th Tour: Billet: CSEL, Directorate SEL, Dept LCPO, Regimental SEL, BN LCPO Duty: Any Sea Duty, Sea/Shore Special Programs, Flag Screening Command, NMRTC/U's
17-21	HMCS HMC HM1	18.7 Yrs 17.0 9.7	OCS, MSC-IPP, MECP, CSEL program (CMD CS)	See Note 1 and 2	5th Tour: Billet: CSEL, Directorate SEL, ISIC Med LCPO, SEMA, Dept LCPO, SMDR, IDC, NDAC, LPO, CCC, Instructor, Regimental SEL, BN LCPO. Duty: Any Sea Duty, Shore Duty to Sea/Shore Special Programs, Flag Screening Command, NMRTC/U's
13-17	HMCS HMC HM1 HM2	18.7 Yrs 17.0 9.7 5.6	OCS, MSC-IPP, LDO, MECP, EMDP2, CSEL program (CMD CS)	See Note 1 and 2	4th Tour: (Notes 2 & 4) Billet: Directorate SEL, ISIC Med LCPO, Dept LCPO, SEMA, SMDR, LPO, IDC, NDAC, General Duty HM, Technician, Instructor, CCC, BN LCPO/LPO. Duty: Any Sea Duty, Shore duty to Sea/Shore Special Programs, Flag Screening Command, NMRTC/U's
9-13	HMC HM1 HM2	17.0 Yrs 9.7 5.6		See Note 1 and 2	3rd Tour: (Notes 2 & 4). Billet: Dept LCPO, LPO, IDC, NDAC, General Duty HM, Technician, Instructor, CCC, BN LCPO/LPO. Duty: Any Sea Duty, Shore duty to Sea/Shore Special Programs, Flag Screening Command, NMRTC/U's. Training: C-School training



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5-9	HM1 HM2 HM3	9.7 Yrs 5.6 3.4	STA-21, OCS, MSC-IPP, MECP, EMDP2	See Note 1 and 2	2nd Tour: Billet: LPO, General Duty HM, IDC, Technician, BN LPO/Senior Line HM. Duty: Any Sea Duty, Shore duty to Sea/Shore Special Programs, Flag Screening Command, NMRTC/U's Training: C-School training
2-5	HM2 HM3	5.6 Yrs 3.4	Naval Academy, NROTC, STA-21, MECP	See Note 1 and 2	1st Sea Tour (36Mos): Billet: Ships, FMF, Expeditionary 1 Shore Tour (24 Mos. NON NEC) Billet: MTF, "C" School, IDC, NDAC, Senior Line/Platoon HM Duty: Note 2; General Duty HM, or Technician if pipelined to NEC
1-2	HN HA Accession Training	9 Months			Recruit Training and all schools or training events required to support Navy Medicine

**Notes:**

1. The HM rating is shore centric and promotes by rate, not by NEC. Assignment distribution and sea duty opportunity is defined by NEC. Most NEC's are closed-loop which is a distributable community consisting of personnel who are projected and assigned to consecutive tours within that NEC skill area. This Sailor is managed based solely on this NEC skill.
2. Sea Shore Flow is defined by NEC. Many NECs within the rating have minimal or no sea duty opportunity. Sea/Shore tour lengths defined in Hospital Corpsman ECM page.
3. HMs assigned to a Military Treatment Facility (MTF) may be assigned to an expeditionary platform that may deploy during their tour (e.g. FMF, EMF/U, CRTS, USNS Mercy/Comfort).
4. HMs may be directed into NECs out of A School early in a career to maintain overall HM community health. HMs do not always have the opportunity for traditional sea duty, nor the opportunity to attain a more advanced NEC due to overall community and NEC specific health.
5. Opportunities to lead in a deployed environment in NMAP/IA/OSA with a Joint Task Force or Humanitarian Assistance/Disaster Relief (HA/DR) missions are important career enhancing opportunities, especially for members with NECs that have minimal sea duty opportunity.
6. Completion of a Senior Enlisted Academy (SEA) and Executive Medical Department Enlisted Course (EMDEC) (E7-E9) should be considered when evaluating Senior Enlisted personnel.
7. E8's that serve in 3 consecutive shore duty assignments that are NOT special duty, flag screening, or overseas will be a detractor for promotion and should apply for the CMDCS program.



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### Considerations for Advancement from E6 to E9:

- Sustained superior performance is the top factor for promotion.
- Special consideration should be given to those serving assignments at sea and these Special Duty Assignments:
 

Navy Recruiter	Canvasser	Recruit Division Commander/Company Chief
USS Arizona Memorial	Camp David/WHO/WACA	Career Recruiting Force
JCS/SECNAV/CNO/JCS/DISA	HMX-1	CCS/PDI/SEA faculty
Brig/TPU/SERE	EP/NATO/Embassy/MAAG	Navy Wounded Warrior Safe Harbor
Classification Interview	Defense Courier Stations	Millington Assignments
Shore Disestablishment	Women Ashore	Women at Sea
8 <sup>th</sup> Marine Barracks	USN Ceremonial Guard,	Water Survival Instructor
Attaché Commands	Naval Academy Staff	BUMED and DHA assignments

To also include the following flag screening commands:

00018 BUMED WASH DC	00027 HQ USMC WASH DC	00060 COMUSFLTFORCOM
00061 CNE CAN	00070 COMPACFLT	00074 CNSWC
00173 NRL W DCNWCF	00210 NSTC GLKS	00264 CD&I
00421 NAWCADIV PAX RV	0107A CCSG 12	0124A COMDESRON 15
0431A AFRDBIOLRSCHINST	08961 COM2FLT	09576 CCSG 2
09577 CCSG 4	09722 CCSG 3	09723 CCSG 5
09732 COM CVW 1	31977 CPTEVFOR DT NORV	32205 MSC NORVOLK VA
3290A NORTHCOM JTF-CS	33011 DPAA WEST	33174 COMSUBGRU 7
3447B CNRFC NORVA	39329 CNPC RESERVE SPT	4001Y SSP DET NORVA
41099 USAFRICOM HQ	41357 OFATPHYUSC REIMB	42884 VR 1
43665 JSOC	45147 DHA	45278 HQ MARFORRES
4582A NECC	47081 TRANSCOM HD	47454 CNRF STF DET
47500 SOC KOR TSOC	52811 COMDESRON 40	53824 COMNAVSURFPAC
53825 COMNAVSURFLANT	53885 COMSUBGRU 9	53889 CCSG 8
55241 COMSUBGRU 10	55308 COMEXSTRKGRU 7	55315 CNAVSURFG MIDPAC
55341 COMLOG WESTPAC	55771 COMSUBPAC	55775 CCSG 11
55780 CCSG 9	57007 COMUSNAVCENT	57012 COMNAVAIRLANT
57016 COMSUBLANT	57020 COMSUBPAC	57024 COMSEVENTHFLT
57025 COMNAVAIRPAC	57045 COMFIFTHFLT	57087 COMTHIRDFLEET
57098 CCSG 1	58591 SOC GER TSOC	62661 OTC NEWPORT RI
62894 COMNAVFORKOREA	62980 CNAVPERSCOM MILL	63393 CNAVSAFECEN NORV
63407 NAWDC	64041 COMFOURTHFLT	64216 GPMRC
65369 PSBFOROPS COMP	66715 CNRC MILL TN	67029 MAR BKS 8TH&I DC
67353 H&S BN HQMC	68336 USUHS BETHESDA	68499 SECNAV CORB
68906 NMFP SAN DIEGO	68907 NMFSC	68908 NMFL PORTS

- Extra consideration should be given to those who earn qualifications outside their normal job scope/rate to enhance unit mission readiness.
- FDNF, both sea duty or at OCONUS Military Treatment Facility (MTF) is considered challenging and helps meet the primary mission of the Navy and Navy Medicine.



## HM CAREER PATH



- Sailors must have a broad spectrum of commands showing diversity. Note the following types of commands to be used for eligibility. This list is in NO specific order:
  - NMRTC/NMRTU's
  - Type 6/Type 3 duty
  - NECC
  - Ship/Sub Group 1 (PC, MCM, LCS, DDG, ESB) & (SSN, SSBN)
  - NSW/MARSOC
  - Sea/Shore Special Programs/Flag Screenings (see list above)
  - FMF (Marine Logistics Group, Marine Division, Marine Air Wing, etc.)
  - Instructor Duty (NEC805A) \*\*Counts as 2\*\*
  - ISIC/TYCOM
  - Joint Commands
  - Ship/Sub Group 2 (LHA, LHD, CVN, LSD, LPD, Cruiser) & (SSGN, SUB TEND, SEAWOLF)
  - CNO Special Projects
- Strong documented leadership serving in the following positions:
  - Sea duty DLCPO / FMF Regimental SEL / ROLE III / MTF Directorate SEL
  - FMF Battalion LCPO / Sea duty Division LCPO / MTF Departmental LCPO / SMDR
  - LCPO/SNCOIC
  - NCOIC/LPO

### **Consideration for advancement from E6 to E7**

- Documented Technical Expertise in Rating/NEC and Sailorization
- Documentation of leading, mentoring, and supporting Sailors
- Must have a spectrum of commands (2 varied from E1 to E6 for consideration to HMC)

### **Consideration for advancement from E7 to E8**

- Documented Technical Expertise in Rating/NEC and Sailorization
- Strong documentation of leading, mentoring, and supporting Chiefs, enlisted Sailors, and junior officers
- Must have a spectrum of commands (3 varied from E1 to E7 for consideration to HMCS)

### **Consideration for advancement from E8 to E9**

- Documented Technical Expertise in Rating/NEC and Sailorization.
- Strong documentation of leading, mentoring, and supporting Chiefs, enlisted Sailors and junior Officers.
- Must have a spectrum of commands (4 varied from E1 to E8 for consideration to HMCM)